

HR/LR General Memo #2014-4
Reasonable Break Time for Nursing Mothers
(Former PERSL #1415)

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Authority Enterprise Human Resources

GENERAL GUIDANCE AND INFORMATION

Federal and state laws both provide break time for nursing mothers to express milk. Employers must provide the following to nursing mothers:

1. Reasonable break time to an employee who needs to express breast milk for her child. The break can be uncompensated if the employee is completely relieved of duty during the break. The time must be compensated, however, to the extent that the covered employee uses otherwise compensated break time for this purpose.
2. A room or other location, other than a bathroom or toilet stall, that is shielded from view and free from intrusion, for an employee to express milk. This area must be in close proximity to the work area, and must include access to an electrical outlet.

Agencies must allow such breaks following the birth of the child for as long a period of time as needed by the mother.

FORMS AND SUPPLEMENTS

Contacts	Enterprise Human Resources Labor Relations
References	M.S. 181.939, Nursing Mothers 29 U.S.C. 207 (7)(r), Break Time for Nursing Mothers